

Feedback: North West PHSDSBC Chamber meeting – 13 – 14 September 2023

Attendance by representatives from Department of Social Development

Labour indicated unhappiness with the non-attendance of representatives from the Department of Social Development on the first day without any apology forwarded to the Chamber. The Chamber resolved to contact the HOD to instruct relevant officials to present themselves to the Chamber on the following day.

Emergency Medical Services

The employer acknowledged that no proper consultation took place regarding the implementation of new monitoring systems on emergency vehicles. Furthermore, it admitted that the issues raised by labour that the new camera system is invasive, are correct. The employer will correct and consult labour on the camera issue and provide a less invasive way of monitoring.

Security

The security policy was scrutinised and provisionally accepted. However, the employer was tasked to correct the wording on the necessity of polygraph examination and align the Recruitment and Selection Policy with the Security Policy and Z83-application form.

Occupational-Specific Dispensation (OSD)

Labour requested an implementation report for OSD owing to discrepancies (e.g., employees appointed on similar terms and time frames but remunerated differently), which often results in a high number of grievances. A template is to be designed and circulated for approval that will ensure the reporting of this item is comprehensive and will enable the employer to timeously review the status of qualifying individuals.

Approved structures

Labour requested both the Departments of Social Development and Health to report on their implemented structures. Both departments submitted the approved structures.

Occupational health and safety (OHS)

A presentation was done by the Department of Health. It was noted that most districts comply in terms of OHS guidelines, except for DR KK District. Sub-districts do not hold OHS committee meetings. It was resolved that a letter of non-compliance be written to the DDG and to caution identified facilities to comply.

Temporary closure: Boikagong

It was noted that the Department of Social Development (DSD) did not comply with previous Chamber directives, which had resolved that there should be an inspection *in loco* to Boikagong. DSD apologised and gave an assurance that it will give dates by October 2023.

Non-Nursing duties

Labour was adamant that the policy is in contravention with basic roles of Nurses and that the employer should consult further with the SANC and HPCSA on the policy. The policy was withdrawn and charges against employees who allegedly contravened the policy were also withdrawn.

Members will be informed of developments.

Reuben Maleka
GENERAL MANAGER